

# Exhibit A

<b>Summons</b>	CIVIL DOCKET NO. <b>1983CV01139</b>	<b>Trial Court of Massachusetts</b> <b>The Superior Court</b>
CASE NAME: <b>BARON, SERGE VS. JETBLUE AIRLINES</b>  <div style="text-align: center;">             Plaintiff(s)  <b>SERGE BARON</b>               Defendant(s)  <b>JETBLUE AIRLINES</b> </div>		Robert S. Creedon, Jr.      Clerk of Courts Plymouth      County <hr/> COURT NAME & ADDRESS: Plymouth Superior Court 72 Belmont Street Brockton, MA 02301

THIS SUMMONS IS DIRECTED TO **JETBLUE AIRLINES** (Defendant's name)

**You are being sued.** The Plaintiff(s) named above has started a lawsuit against you. A copy of the Plaintiff's Complaint filed against you is attached to this summons and the original complaint has been filed in the Plymouth Superior Court.

**YOU MUST ACT PROMPTLY TO PROTECT YOUR RIGHTS.**

**1. You must respond to this lawsuit in writing within 20 days.**

If you do not respond, the court may decide the case against you and award the Plaintiff everything asked for in the complaint. You will also lose the opportunity to tell your side of the story. You must respond to this lawsuit in writing even if you expect to resolve this matter with the Plaintiff. **If you need more time to respond, you may request an extension of time in writing from the Court.**

**2. How to Respond.**

To respond to this lawsuit, you must file a written response with the court and mail a copy to the Plaintiff's Attorney (or the Plaintiff, if unrepresented). You can do this by:

- a) Filing your **signed original** response with the Clerk's Office for Civil Business, Plymouth Superior Court  
 72 Belmont Street, Brockton, MA 02301 (address), by mail or in person **AND**
- b) Delivering or mailing a **copy** of your response to the Plaintiff's Attorney/Plaintiff at the following address:

**3. What to Include in Your Response.**

An "Answer" is one type of response to a Complaint. Your Answer must state whether you agree or disagree with the fact(s) alleged in each paragraph of the Complaint. Some defenses, called affirmative defenses, must be stated in your Answer or you may lose your right to use them in court. If you have any claims against the Plaintiff (referred to as **counterclaims**) that are based on the same facts or transaction described in the Complaint, then you must include those claims in your Answer. Otherwise, you may lose your right to sue the Plaintiff about anything related to this lawsuit. If you want to have your case heard by a jury, you must **specifically** request a jury trial in your court no more than 10 days after sending your Answer.

*Joseph P. Casey*

A true copy Attest:  
  
 Deputy Sheriff Suffolk County  
**10-29-19**

3 (cont). You can also respond to a Complaint by filing a "Motion to Dismiss," if you believe that the complaint is legally invalid or legally insufficient. A Motion to Dismiss must be based on one of the legal deficiencies or reasons listed under **Mass. R. Civ. P. 12**. If you are filing a Motion to Dismiss, you must also comply with the filing procedures for "Civil Motions" described in the rules of the Court in which the complaint was filed, available at:

[www.mass.gov/courts/case-legal-res/rules\\_of\\_court](http://www.mass.gov/courts/case-legal-res/rules_of_court)

#### 4. Legal Assistance.

You may wish to get legal help from a lawyer. If you cannot get legal help, some basic information for people who represent themselves is available at [www.mass.gov/courts/selfhelp](http://www.mass.gov/courts/selfhelp).

#### 5. Required Information on All Filings:

The "civil docket number" appearing at the top of this notice is the case number assigned to this case and must appear on the front of your Answer or Motion to Dismiss. You should refer to yourself as the "Defendant."

Witness Hon. Judith Fabricant, Chief Justice on \_\_\_\_\_, 20\_\_\_\_. (Seal)

Clerk-Magistrate 

**Note:** The number assigned to the Complaint by the Clerk-Magistrate at the beginning of the lawsuit should be indicated on the summons before it is served on the Defendant.

### PROOF OF SERVICE OF PROCESS

I hereby certify that on \_\_\_\_\_ I served a copy of this summons, together with a copy of the complaint in this action, on the defendant named in this summons, in the following manner (See Mass. R. Civ. P. 4(d)(1-5)):

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Dated: \_\_\_\_\_

Signature: \_\_\_\_\_

#### N.B. TO PROCESS SERVER:

PLEASE ENTER THE DATE THAT YOU MADE SERVICE ON THE DEFENDANT IN THIS BOX - BOTH ON THE ORIGINAL SUMMONS AND ON THE COPY OF THE SUMMONS SERVED ON THE DEFENDANT.

Date:

21851061

**CIVIL TRACKING ORDER**  
(STANDING ORDER 1-88)

DOCKET NUMBER  
**1983CV01139**

**Trial Court of Massachusetts**  
**The Superior Court**



CASE NAME:

Baron, Serge vs. JetBlue Airlines

Robert S. Creedon, Jr., Clerk of Courts

TO: JetBlue Airlines

COURT NAME & ADDRESS

Plymouth County Superior Court - Brockton  
72 Belmont Street  
Brockton, MA 02301

**TRACKING ORDER - F - Fast Track**

You are hereby notified that this case is on the track referenced above as per Superior Court Standing Order 1-88. The order requires that the various stages of litigation described below must be completed not later than the deadlines indicated.

**STAGES OF LITIGATION**

**DEADLINE**

	SERVED BY	FILED BY	HEARD BY
Service of process made and return filed with the Court		01/21/2020	
Response to the complaint filed (also see MRCP 12)		02/20/2020	
All motions under MRCP 12, 19, and 20	02/20/2020	03/23/2020	04/21/2020
All motions under MRCP 15	02/20/2020	03/23/2020	04/21/2020
All discovery requests <b>and depositions</b> served and non-expert depositions completed	08/18/2020		
All motions under MRCP 56	09/17/2020	10/19/2020	
Final pre-trial conference held and/or firm trial date set			02/15/2021
Case shall be resolved and judgment shall issue by			10/22/2021

**The final pre-trial deadline is not the scheduled date of the conference.** You will be notified of that date at a later time.

**Counsel for plaintiff must serve this tracking order on defendant before the deadline for filing return of service.**

This case is assigned to


DATE ISSUED

**10/23/2019**

ASSISTANT CLERK

PHONE

**(508)583-8250**

CIVIL ACTION COVER SHEET		DOCKET NUMBER	Trial Court of Massachusetts The Superior Court	
PLAINTIFF(S): <u>GERGE BARON</u>		COUNTY		
ADDRESS: <u>489 BATTLES FARM DRIVE</u> <u>Brockton Ma 02301</u>		DEFENDANT(S): <u>DIRECTOR OF HUMAN RESOURCES</u> <u>JETBLUE</u>		
ATTORNEY:		ADDRESS: <u>300 Terminal C</u> <u>Boston, MA 02128</u>		
ADDRESS:				
BBO:				
TYPE OF ACTION AND TRACK DESIGNATION (see reverse side)				
CODE NO. <u>B22</u>	TYPE OF ACTION (specify) <u>Employment Discrimination (F)</u>	TRACK	HAS A JURY CLAIM BEEN MADE? <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO	
*If "Other" please describe:				
STATEMENT OF DAMAGES PURSUANT TO G.L. c. 212, § 3A				
The following is a full, itemized and detailed statement of the facts on which the undersigned plaintiff or plaintiff counsel relies to determine money damages. For this form, disregard double or treble damage claims; indicate single damages only.				
<u>TORT CLAIMS</u> (attach additional sheets as necessary)				
A. Documented medical expenses to date:				
				\$
1. Total hospital expenses .....				\$
2. Total doctor expenses .....				\$
3. Total chiropractic expenses .....				\$
4. Total physical therapy expenses .....				\$
5. Total other expenses (describe below) .....				\$
Subtotal (A):				\$
B. Documented lost wages and compensation to date .....				
C. Documented property damages to dated .....				
D. Reasonably anticipated future medical and hospital expenses .....				
E. Reasonably anticipated lost wages .....				
F. Other documented items of damages (describe below) .....				
G. Briefly describe plaintiff's injury, including the nature and extent of injury:				
<u>Lumbar Spine Injury and 8 months of</u> <u>physical therapy</u>				TOTAL (A-F):\$ <u>1,500,000</u>
<u>CONTRACT CLAIMS</u> (attach additional sheets as necessary)				
Provide a detailed description of claims(s):				
<u>I WAS WRONGFULLY TERMINATED WHILE STILL</u> <u>UNDER FMLA. THIS WAS A PREMEDITATED TERMINATION</u> <u>FROM JETBLUE DUE TO MY INJURY.</u>				TOTAL: \$
Signature of Attorney/Pro Se Plaintiff: <u>GERGE BARON</u>				Date: <u>10/23/17</u>
RELATED ACTIONS: Please provide the case number, case name, and county of any related actions pending in the Superior Court.				
CERTIFICATION PURSUANT TO SJC RULE 1:18				
I hereby certify that I have complied with requirements of Rule 5 of the Supreme Judicial Court Uniform Rules on Dispute Resolution (SJC Rule 1:18) requiring that I provide my clients with information about court-connected dispute resolution services and discuss with them the advantages and disadvantages of the various methods of dispute resolution.				
Signature of Attorney of Record: X				Date:

1982/01/39

**Docket No:** \_\_\_\_\_

**Plaintiff(s)**

JETBLUE AIRWAYS  
Defendant(s)

**Defendant(s)**

[illegible]

Signature Don Bazon  
 Street Address 489 BATTLES FARM DR.  
Brockton Ma 02301  
 City/Town/State/Zip  
617 938 1468  
 Telephone No.

## COMPLAINT

### FACTS

SERGE BARON, brings suit against the Defendant JetBlue Airlines (hereinafter referred to as "Defendant"), and in support thereof state as follows:

Serge Baron (the "Plaintiff") a former employee of JetBlue Airlines (the "Defendant") that work as Ground Operation. On June 25, 2017 Serge Baron was injured while on the job. Serge Baron injury affected his sleep, has numbness on the right side of my body and was on medication that does not allow operating a vehicle. JetBlue Airlines was notify of Serge Baron injury and limitations upon its happening.

On or about October 2017 Serge Baron went on FMLA for his injury. On February 19, 2018, Serge Baron was called into a meeting with his superiors. In the meeting Serge Baron was questioned about Serge's injury and disability in details. Serge felt uncomfortable with this line of questioning because my medical reasons should be discuss with just anybody. JetBlue Airlines (the "Defendant") was aware of my disability and had received the appropriate documentation and had no need to have any reason to have Serge Baron discuss his health with just anyone.

Serge Baron express his discomfort and excuse himself the meeting. When Serge Baron returned home Serge saw he had received an email that morning notifying him that FMLA had been revoked and Serge had until March 11<sup>th</sup>, 2018 to see a doctor and get reapproved. This action was unprompted and pre-text to seek retaliation against Serge Baron due no reason was giving. Serge Baron promptly filed an internal complaint on March 17<sup>th</sup>, 2018, in response to the February 19<sup>th</sup>, 2018 meeting and continuing harassment from JetBlue Airlines superiors concerning information on my disability. Serge Baron had enquired about his complaint on multiple occasions and has not been notified or no action was taking on Serge's complaint.

Serge Baron was reapproved for FLMA on March 12, 2018. On or around April 2018, Serge injury was still persisting and Serge went to see his doctor. Serge doctor suggested light duty; Serge presented JetBlue Airlines with the accommodation and Serge was denied. Serge was aware light duty on JetBlue Airlines (the "Defendant") wasn't base off who really needs light duty a favoritism base off who had a great relationship with supervisors. Rather than accommodating Serge Baron was taken off the schedule. Serge Baron applied for disability and was out of work from May 4<sup>th</sup>, 2018 until August 1<sup>st</sup>, 2018. During Serge Baron time on disability it was an on going to battle to receive compensation. Despite the persistence of Serge Baron injury, Serge could not continue to not work for financial reason. On July 11<sup>th</sup>, 2018 Serge Baron went to his doctor asking to be release against doctor orders to return back to work due to financial reasons.

## **ABOUT SERGE BARON**

JetBlue Airlines (the "Defendant") hired Serge Baron (the "Plaintiff") on or about November 4<sup>th</sup>, 2015 as a Ground Operation Crewmember. Serge has held that position until Serge was fired on Wednesday August 8<sup>th</sup>, 2018 after five days returning from On The Job injury. Serge was retaliated against and fired because of my work injury and complaints. Serge was out of work due to lumbar spine injury for about 73 days from May 4<sup>th</sup>, 2018 until my return Wednesday August 1<sup>st</sup>, 2018. Serge was and still am attending physical therapy (8 Visits) 2 Per Week for 4 Weeks (Exhibit E).

## **COMPLAINANT'S EMPLOYMENT WITH JETBLUE**

### **A. Serge Immediate Dependability And Performance Problem**

JetBlue Airlines (the "Defendant") has a two for one point system that they use with their employees. The point work from the time you receive an occurrence (i.e, calling out of work with or without cause), a year from the date the occurrence is remove. Half point is you arrive to work late and full point is for a call out within 31 minutes prior to your shift, two for one is when you call out two days in row, which count as one.

While it is accurate JetBlue Airlines (the "Defendant") list my LOC (Letters of Conversation) that were document by my supervisors that never affected my performance to complete the duties, Serge always surpasses the jobs objective. LOC (Letters of Conversation) were conversation to help not make the same mistake again, that doesn't mean Baron was in trouble.

### **B. Serge Suffer An On-The-Injury.**

On June 25<sup>th</sup>, 2017, Serge did suffer an on-the-job injury. Serge Baron (the "Plaintiff") was attending physical therapy (Exhibit E).

On October 11<sup>th</sup>, 2017 Serge did file for intermittent FMLA leave when I couldn't continue with my back pain in connection with the June 2017 injury.

### **C. Serge's Dependability And Performance Between August 2017 and January 2018.**

Baron's call out were documented and approved by FLMA (Exhibit B).

### **D. In February 2018, JetBlue Questions Serge About His Pattern of Absences,**

A meeting was held on February 19<sup>th</sup>, 2018 with Serge Baron (the "Plaintiff") and JetBlue Airlines (the "Defendant") Supervisors (Diana Marcela and Michael Fiske), Michael Fiske acknowledge that he knew that Serge was approved for FMLA and it



within Serge's right not to disclose my reason. All Serge call outs were approved by FMLA with dates and conformation attached (Exhibit B). Serge Baron (the "Plaintiff") was approved for intermittent leave and has been approved until the Federal Family and Medical Leave Act (FMLA) from October 10<sup>th</sup>, 2017 through April 10, 2018 (Exhibit F). Serge re-submitted his recertification on or about March 12<sup>th</sup>, 2018 and Serge was approved again (Exhibit G).

**E. In March 2018, Baron Complains About The February 2018 Meeting**

Serge Baron (the "Plaintiff") submitted a letter to JetBlue Airlines (the "Defendant") People Department express about how the February 19<sup>th</sup>, 2018 meeting went and wasn't to please with Serge supervisor approach. Never once in Serge's letter mention the meeting is or could be represent as retaliation for taking FMLA leave (Exhibit H).

**F. In or Around April 2018, Serge Request A Light Duty/Transitional Duty Position.**

Serge Baron (the "Plaintiff") doctor did submit a Light Duty request in or around April 2018, Serge at the time was going thru aggressive physical therapy and taking pain medication. Serge Baron (the "Plaintiff") was a full time JetBlue Airlines (the "Defendant") employee but JetBlue minimum requirement is 32 hours to be a full-time. Serge was never advised he was not eligible to participate in the Light Duty program.

**G. JetBlue Airlines (the "Defendant") Provided Baron with a leave of absence pursuant to the company's Workers' Compensation Policy Between May And July 2018.**

Serge Baron (the "Plaintiff") advised by Lori Owen a People Department employee of JetBlue Airlines (the "Defendant") on Friday May 4<sup>th</sup>, 2018 that Serge was being taking off the schedule. In or March 2018 Serge was already pursuant to the Workers' Compensation Policy.

It's accurate that it states Progressive Guidance is "frozen" via the JetBlue Airlines (the "Defendant") employee handbook whiling on leave of absence.

1. JetBlue Airlines (the "Defendant") didn't allowed Serge to return to his original or equivalent position (i.e Utilities – Servicing of Aircraft Water and Lavatory).
2. JetBlue six-month clock didn't stop running during the time Serge was out of work.
3. In or Around June 2018 Serge was set to Bid (i.e The process for submitting selections for work shifts) and Lori Owens explain in an email to Serge that Per

policy we conduct these bids at least 21 days in advance for Active Crewmembers. According to Serge the six month never stop because he was set to Bid in or Around June 2018 at 11:32 am (Exhibit I).

**H. In July 2018, Serge never Committed Leave Abuse By Refusing To Return to Work.**

Serge Baron (the "Plaintiff") did submit a note by his orthopedic on July 11<sup>th</sup>, 2018 to JetBlue People Department. Serge never submitted a return-to-work form because JetBlue never provide one. Serge had to ask Lori Owen (People Department) about the return to work form because Baron read about it in the employee handbook (Exhibit J). Serge never refused not to come back to work, Serge ask his orthopedic to be released back to work. Serge's worker compensation had stop and Serge had no source of income, which cause him to return back to work whiling going thru aggressive therapy.

Baron did terminated the phone conversation with Alvarez (People Department) because Alvarez communication over the phone was becoming hostile, Baron proceed in an email requesting all communication be documented via email.

**I. On August 1, 2018, Jessica Alavarez JetBlue Airlines (the "Defendant") Human Resources employee Meets With Baron About Dependability Issues.**

Upon returning back to work Serge Baron (the "Plaintiff") met with Jessica Alvarez on August 1<sup>st</sup>, 2018 with Kendrick Thompson JetBlue Airlines (the "Defendant") supervisor being there as witness. Alvarez started to ask Baron about things (i.e Dj) outside of JetBlue, which Serge found uncomfortable and unprofessional. Serge doesn't know Jessica Alavarez JetBlue Airlines (the "Defendant") Human Resources employee outside of JetBlue and Serge Baron (the "Plaintiff") realize that his safety is in jeopardy. Serge took the appropriate steps to protect his safety. Serge Baron (the "Plaintiff") sent an email to Jessica Alvarez and CC Kendrick Thompson but Serge kept all communication strictly professional requesting all conversation be email base only (Exhibit K)

It was Serge understanding after the meeting with Jessica Alavarez his safety and employment was in jeopardy. Serge did sent an email on the evening of Saturday August 4<sup>th</sup>, 2018 stating Jessica Alvarez actions were very inappropriate and Jessica Alvarez was acting in STALKER-ish manner (Exhibit L). Baron did file a police report (Exhibit D) because Baron didn't feel safe. Baron proceed that following Monday August 6<sup>th</sup>, 2018 to get a restraining order (Exhibit D) against Jessica Alvarez because her action were deem to be unethical.

**K. On August 8, 2018, Serge Baron was Suspended And Terminated in Retaliation on Saturday August 11<sup>th</sup>, 2018.**

Serge Baron (the "Plaintiff") suffers a Lumbar Spine Fracture from an On-The-Job injury. Serge obtained a restraining order against Jessica Alavarez; Serge brought the

restraining order into work on Wednesday August 8<sup>th</sup>, 2018 and Kendrick Thompson JetBlue Airlines (the “Defendant”) supervisor made a copy of it. Serge Baron (the “Plaintiff”) termination was a Pre-Text situation setup due to Serge on the job injury. .

**THE COMPLIANT RESPECTFULLY SUBMITTED DUE TO SERGE BARON  
BEING SUBJECT TO DISCRIMINATION BECAUSE OF THE ON-THE-JOB  
INJURY OR ANY PROTECTED CLASS.**

Serge Baron (the “Plaintiff”) has provided evidences to show JetBlue Airlines (the “Defendant”) developed misleading fabrication to wrongfully terminate my employment. JetBlue Airlines (the “Defendant”) employee handbook states they are equal employment opportunity employer but not in the case of Serge Baron (the “Plaintiff”) situation. In or Around June 2018 Serge Baron (the “Plaintiff”) was schedule to bid (i.e Bid- The process for submitting selections for work shifts) JetBlue Airlines (the “Defendant”) explain to me I was inactive status due to my on-the-job injury. Upon my return to work on Wednesday August 1<sup>st</sup>, 2018 on JetBlue Airlines (the “Defendant”) information board (Exhibit I) Baron was schedule to bid which JetBlue never inform Serge Baron (the “Plaintiff”).

Serge Baron (the “Plaintiff”) absences were medical related and approved by FMLA until August 18<sup>th</sup>, 2018 (Exhibit M).

Serge Baron (the “Plaintiff”) always kept a strict professional business relationship with Jessica Alavarez JetBlue Airlines (the “Defendant”) Human Resources employee via email. Serge Baron (the “Plaintiff”) did refuse further conversation to be prohibited via phone and strictly email, Serge Baron (the “Plaintiff”) never acted in unprofessional manner.

Serge Baron (the “Plaintiff”) Wrongfully terminated because of an On-The-Job, which result as Lumbar Spine Fracture. Serge Baron (the “Plaintiff”) sustained mental anguish, emotional pain and suffering and other damages arising out of this On-The-Job Injury. Thru the Grace of God and my family I was able to maintain until I can get this resolve.

Pray For Relief

**WHEREFORE**, Serge Baron (the “Plaintiff”) pray for judgment and relief against **JetBlue Airlines (the “Defendant”)**, as Serge Baron (the “Plaintiff”) requested for his case to be heard in front of a judge Local, State or Federal.

Awarding compensatory damages in favor of plaintiffs against Defendant for the damages sustained as a result of the wrongful conduct alleged and as will be established through discovery and/or at trial, together with interest thereon. Granting declaratory and/or injunctive relief as appropriate. Granting restitution to plaintiffs and, such other and further relief as the Court may deem just and proper.

JURY IS REQUESTED FOR SERGE BARON TRIAL.

Respectfully submitted,

SERGE BARON

A handwritten signature in black ink, appearing to be 'Serge R. Baron', written over a horizontal line.

Serge R. Baron

489 Battles Farm Drive

Brockton Ma, 02301

(617) 938-1468

sergebaron1985@gmail.com

## **Exhibit A**



Serge Baron <sergebaron1985@gmail.com>

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**Re: Airports Blue Book Supplement Chapter 9 Bidding (July 25rd, 2018 6:09pm EST)**

2 messages

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**Serge Baron** <sergebaron1985@gmail.com>  
To: "Alvarez, Jessica" <Jessica.Alvarez@jetblue.com>  
Cc: michael.fiske@jetblue.com

Wed, Jul 25, 2018 at 6:09 PM

Jessica,

I will be returning on Monday July 30th, 2018 with the shift 1330 – 2200 M,T off. When I try to login to the uniform store it says Oh Snap! Crew Member ID currently inactive... You said in the previous email to contact you if I have an issue. Let me know when this matter is fix.

Thanks

Sent from my iPhone

On Jul 24, 2018, at 5:52 PM, Alvarez, Jessica <Jessica.Alvarez@jetblue.com> wrote:

Serge,

You have not responded to my question as to which of the available three scheduling options you would like to choose. Instead, you responded to my email with either questions or statements.

When we spoke on the phone last Wednesday, I reviewed our policies and explained that a Crewmember who has not had an opportunity to bid because of a leave of absence is assigned a line out of those that remain. You did not allow me to explain during our call on Wednesday that your previous shift no longer exists due to operational needs. Instead, you stated that the conversation was over and proceeded to hung up the phone. Then you emailed asking for all communication to be in writing.

We have exercised the caring value by giving you extra time to

## **Exhibit B**

CONFIRMATION: DATES: FMLA

Between October 2017 to May 2018

1463199761 10/30 Jetblue  
1463269866 11/05 Jetblue  
1463324990 11/12 JetBlue  
1463362376 11/16 JetBlue  
1464104122 11/19 JetBlue  
1464194241 12/03 JetBlue  
1464329393 12/18 JetBlue  
1465079242 12/31 JetBlue  
1465080572 01/01 JetBlue  
1465139220 01/07 JetBlue  
1465229827 01/14 JetBlue  
1465292231 01/21 JetBlue  
1465421013 02/04 JetBlue  
1465491272 02/11 JetBlue  
1465558190 02/18 JetBlue  
1465627291 02/25 JetBlue  
1465715553 03/04 JetBlue

1465854620 03/17 JetBlue  
1465899157 03/22 JetBlue  
1465923625 03/25 JetBlue  
1466001514 04/03 JetBlue  
1466349291 04/08 JetBlue  
1466417995 04/15 JetBlue  
1466438340 04/17 JetBlue  
1466486464 04/23 JetBlue  
1466522379 04/26 JetBlue  
1466581367 04/30 JetBlue



1466594772 05/01 JetBlue

## **Exhibit C**

T-Mobile Wi-Fi

11:25 PM

63%

< All Inboxes

4 Messages

Return to WORK LETTER from Ser...

From: Serge Baron

To: Lori.Owen@jetblue.com

Hide



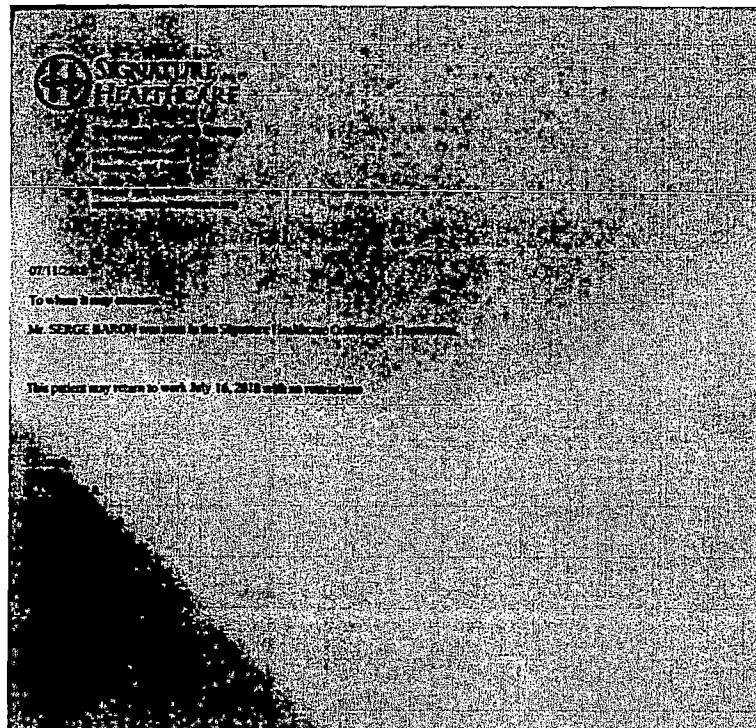
**Return to WORK LETTER from Serge Baron**

July 12, 2018 at 1:51 PM

Good Afternoon,

I have attached a letter in this email for Serge Baron to return back to work.

Thanks



&lt; All Inboxes

4 Messages

Return to WORK LETTER from Ser...

Found in sergebaron1985@gmail.com All Mail Mailbox

From: Lori Owen

RE: Return to WORK LETTER from Serge Baron

Hide

To: Serge Baron

July 12, 2018 at 2:29 PM

Hi Serge, I just forward your letter to WC Team in LSC. Once I hear back, I will give you a call.

See More from Serge Baron

Found in sergebaron1985@gmail.com All Mail Mailbox

From: Lori Owen

RE: Return to WORK LETTER from Serge Baron

Hide

To: Serge Baron

July 13, 2018 at 4:31 PM

Hi Serge, I haven't forgot about you. I just sent a 3<sup>rd</sup> email to WC Team and still haven't heard back. I will hopefully close this matter with them no later than this Monday.

I apologize for any inconvenience this has caused.

Lori

See More from Serge Baron

Found in Important Mailbox



Siri found new contact info



## **Exhibit D**

&lt; All Inboxes

4 Messages

Return to WORK LETTER from Ser...

FROM: Lori Owen

RE: Return to WORK LETTER from Serge Baron

Hide

To: Serge Baron

July 13, 2018 at 4:31 PM

Hi Serge, I haven't forgot about you. I just sent a 3<sup>rd</sup> email to WC Team and still haven't heard back. I will hopefully close this matter with them no later than this Monday.

I apologize for any inconvenience this has caused.

Lori

See More from Serge Baron

Found in Important Mailbox



**Siri found new contact info**

Lori Owen add...

From: Lori Owen

RE: Return to WORK LETTER from Serge Baron

Hide

To: Serge Baron

July 18, 2018 at 10:58 AM

Hi Serge, I was finally able to get in contact with Michelle and your all set to return back to work ASAP. I apologize about the delay, our jetblue email system recently went through a update and their emails were sent but never delivered. Please give me a call ASAP 617-716-3530 to discuss your bid line options.



related injury and she is mentally abusing me. I would like this stop so I can continue with my life. I want her to stay away from me.

**Print This Report**



**This incident has been reported to the  
Brockton Police Department  
and is pending approval**

Brockton Police Department  
7 Commercial St.  
Brockton, MA 02302  
508-941-0200

**General Information**

Incident Type	Harassing Phone Calls
Tracking Number	T18000386
Report Date	08/03/2018 08:07 PM

**Reporting Person Information**

Name	Baron, Serge R
Home Address	489 Battles Farm Drive, Brockton, MA 02301, US
Home Phone	617-938-1468
Mobile Phone	617-938-1468
Email	sergebaron1985@gmail.com
Employer Name	JetBlue
Work Address	300 Terminal C, Boston, MA 02128, US
Work Phone	617-716-3535
Race	Unknown
Ethnicity	Not Of Hispanic Origin
Sex	Male
DOB	12/27/1985
SSN	[REDACTED]

**Incident Information**

Incident Location	300 Terminal C, Boston, MA 02128
Incident Time (start)	08/01/2018 02:30 PM
Incident Time (end)	08/01/2018 03:00 PM
Location Type	Other/Unknown

**Narrative****Incident Description**

Jessica F. Alvarez (617)-716-3578 is harassing me and stalking me. I don't feel safe at work. Jessica has created an hostile bully filled work environment. She is stalking me knowing time and places I will be at. She is stalking me on social media platforms. I am scared because during a meeting she was describing places I was at that wasn't pertaining to my work at JetBlue. On Sunday July 29th she describe a location I was at between the hours of 7pm-11pm. She has put me at an unease feeling to be around her. This person has intimidated and threatened my job on numerous occasion with the last incident being on Wednesday August 1st 2018. I'm actually considering to delete my social media platforms because she stalking me too much. I'm returning from a work



# Brockton Police Department Online Reporting



## Harassing Phone Calls

Start > Yourself > Incident > Narrative > Review > Finish

[Cancel Report](#) [Submit Report](#)

### Review Report

Please review the report. If all the information is correct, click the Submit button to submit the report. If you need to modify some information, click the desired modify link. This will be your last chance to change information for this report.

### General Information

Incident Type Harassing Phone Calls

Person Type Individual

### Reporting

Person [modify](#)  
Information

First Name Serge

Middle Name R

Last Name Baron

Home Address 489 Battles Farm Drive, Brockton, MA 02301, US

Home Phone 617-938-1468

Mobile Phone 617-938-1468

Email sergebaron1985@gmail.com

Employer Name JetBlue

Work Address 300 Terminal C, Boston, MA 02128, US

Work Phone 617-716-3535

Race Unknown

Ethnicity Not Of Hispanic Origin

Sex Male

DOB 12/27/1985

SSN [REDACTED]

**Incident Information** [modify](#)

Incident Location 300 Terminal C, Boston, MA 02128

Incident Time (start) 08/01/2018 02:30 PM

Incident Time (end) 08/01/2018 03:00 PM

Location Type Other/Unknown

**Narrative** [modify](#)

Incident Description Jessica F. Alvarez is harassing me and stalking me. I don't feel safe at work. Jessica has created an hostile bully filled work environment. She is stalking me knowing time and places I will be at. She is stalking me on social media platforms. I am scared because during a meeting she was describing places I was at that wasn't pertaining to my work at JetBlue. On Sunday July 29th she describe a location I was at between the hours of 7pm-11pm. She has put me at an unease feeling to be around her. This person has intimidated and threatened my job on numerous occasion with the last incident being on Wednesday August 1st 2018. I'm actually considering to delete my social media platforms because she stalking me too much. I'm returning from a work related injury and she is mentally abusing me. I would like this stop so I can continue with my life.

[Session expires in 29:28.](#)[Cancel Report](#) [Submit Report](#)

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<b>HARASSMENT PREVENTION ORDER</b> G.L. c.209E		<b>DOCKET NO. 1815RO571</b>		<b>MASSACHUSETTS TRIAL COURT</b>	
<b>PLAINTIFF'S NAME: JESSICA RAYMOND</b>  <b>DEFENDANT'S NAME AND ADDRESS:</b>  <b>JESSICA ALVAREZ</b> <b>1 HARBORSIDE DRIVE</b> <b>EAST BOSTON, MA 02128</b> <b>WORK ADDRESS:</b>			<b>COURT NAME &amp; ADDRESS:</b> <b>BROCKTON DISTRICT COURT</b> <b>315 MAIN STREET SUITE 141</b> <b>BROCKTON, MA 01901</b>		
<b>ALIAS, IF ANY:</b>  <b>DAYS OF WEEK:</b> <input type="checkbox"/> MON <input type="checkbox"/> TUE <input checked="" type="checkbox"/> WED <input type="checkbox"/> THU <input type="checkbox"/> FRI <input type="checkbox"/> SAT <input type="checkbox"/> SUN			<b>PLACE OF WORK:</b> <input type="checkbox"/> WORKING FROM HOME (FILL IN NAME)		
<b>SOCIAL SECURITY NO:</b> _____			<b>DATE OF BIRTH:</b> _____		<b>DEFENDANT'S WORK ADDRESS:</b> _____

**VIOLATION OF THIS ORDER IS A CRIMINAL OFFENSE punishable by imprisonment or fine or both.**

**A. THE COURT HAS ISSUED THE FOLLOWING ORDERS TO THE DEFENDANT (only those that checked shall apply)**

☐ The Order was issued without advance notice because the Court determined that there is a substantial likelihood of immediate danger of Police Dept. Police Officer harassment.

☒ **YOU ARE ORDERED NOT TO ABUSE THE PLAINTIFF** by harming or attempting to harm the Plaintiff physically or by placing the Plaintiff in fear of imminent serious physical harm. **YOU ARE ALSO ORDERED NOT TO HARASS THE PLAINTIFF** (1) by any written and malicious conduct aimed at the Plaintiff and intended to cause fear, intimidation, abuse or damage to property, or (2) by using force, threat or coercion to make the Plaintiff engage in sexual relations unwillingly, or (3) by committing any of the following: indecent assault and battery, rape, statutory rape, assault with intent to rape (G.L. c. 265 §§ 13B, 13F, 13H, 22, 22A, 23, 24, 24B), enticement of a child (G.L. c. 265C), criminal stalking (§43), criminal harassment (§ 43A), or drugging for sexual intercourse (G.L. c. 272, §3).

☒ **YOU ARE ORDERED NOT TO CONTACT THE PLAINTIFF** either in person, by telephone, in writing or otherwise, either directly or through someone else, and to stay at least 10 yards from the plaintiff even if the Plaintiff seems to allow or request contact. The only exception to this order is that you may send to the Plaintiff by mail or by sheriff or other authorized officer copies of papers filed with the court when that is required by statute or court rule.

☒ **YOU ARE ORDERED TO REMAIN AWAY FROM THE PLAINTIFF'S RESIDENCE** located at: 400 BATTLE FARM DRIVE - BROCKTON MA and wherever else you have reason to know the Plaintiff may reside.

☐ If this box is checked, you are also ORDERED to remain away from the entire apartment building or multiple family dwelling in which the Plaintiff's residence is located.

☐ **YOU ARE ORDERED TO REMAIN AWAY FROM THE PLAINTIFF'S WORKPLACE** located at: JETBLUE - 300 TERMINAL C - BOSTON MA and wherever else you have reason to know the Plaintiff may work.

☐ **YOU ARE ORDERED TO COMPENSATE THE PLAINTIFF** for \$ \_\_\_\_\_ in income suffered as a direct result of the harassment, to be paid in full on or before \_\_\_\_\_ (1) by making directly to the plaintiff (2) through the Court.


**B. NOTICE TO LAW ENFORCEMENT**

1. An appropriate law enforcement officer shall serve upon the Defendant in hand a copy of the Complaint and a Certified copy of this Order (and Summons) and make return of service to this court. If this box is checked ☐ service may instead be made by leaving such copies at the Defendant's address shown above but only if the police officer is unable to deliver such copies in hand to the Defendant.

2. Defendant Information Form accompanies this Order ☐ 3. Police reports are on file at the \_\_\_\_\_ P.D.

☐ 4. Outstanding warrants for the Defendant's arrest \_\_\_\_\_ PCF No. \_\_\_\_\_ (check None)

☐ 5. An imminent threat exists of bodily injury to the Plaintiff \_\_\_\_\_ P.D. notified by ☐ telephone ☐ other \_\_\_\_\_

DATE OF THIS ORDER 5/20/18	TIME OF THIS ORDER 4:15	EXPIRATION DATE OF THIS ORDER 5/20/18 - At 4 PM	SIGNATURE OF JUDGE 
MAKE THIS ORDER LEGAL - SIGNATURE OF CLERK IN COURTROOM _____			_____

FIRST ON DUTY JUSTICE WITNESS: <b>HON. JULIE J. BERNARD</b>	A TRUE COPY ATTACHED	CLERK, MAGISTRATE/ASST. CLERK <b>KEVIN P. CREEDON</b>
--	----------------------	--

The Plaintiff has appeared at scheduled hearings, or this Order was entered, with or without an attorney, to approve any extension or modification of this Order. If the Defendant does not appear, the Order may be extended or modified as provided by the judge. For good cause, either the Plaintiff or the Defendant may request the Court to modify this Order before its scheduled expiration date. **NOTICE TO DEFENDANT:** If the Plaintiff is your spouse or former spouse, or you are the parent of a child of the Plaintiff, or you cannot or have not complied with the plaintiff, the purchase under possession of a house or other possession while this order is in effect is a criminal offense, subject to certain exceptions. 18 U.S.C. §§ 2261(a), and 2261.

## **Exhibit E**

# HDI Health Direct, Inc.

P.O. Box 315734  
Dallas, TX 75231  
Tel: (877) 476-5865  
Fax: (877) 476-5865

August 22, 2018

Amanda Driscoll PT  
445 Central St  
Stoughton, MA 02072  
781-436-8554

Patient Name: SERGE BARON  
DOB: 12/27/1965  
Employer: Jetblue Airways Corporation  
Date of Injury: 06/25/2017  
Claim Number: 555241328  
Payroll/Handling Office: AUG-Atlanta

**Subject: Utilization Review Determination**

Date of Request: 08/16/2018  
Procedure/Treatment: Physical Therapy: (8 Visits) 2 Pains  
Date of Decision: 08/22/2018  
First Level Reviewer: Leo E. Bernstein, RN  
School-to-School Reviewer: Stephen W. Pelotti, PT, Physical Therapist  
Criteria Applied: MA - Chronic Pain Treatment Guide

Massachusetts workers' compensation insurers are required to understand and follow the utilization review process provided to injured workers in accordance with the utilization review process.

HealthDirect, Inc. (HDI) is a Utilization Review Agent #76-053, approved by the Department of Industrial Accidents. HDI has been requested by AUG to provide utilization review services regarding the above claimant.

HDI is issuing an adverse determination for medical necessity of the requested services and procedures as follows:

Please reference enclosed report

You have the right to appeal this determination.

Please fax your appeal request to the Utilization Review Department at the above address.

HealthDirect, Inc. is not a claims payer and is not to be considered by claims services when determining coverage.

Sincerely,

Utilization Review Department

CC: Seward Esq. Karen

## **Exhibit F**



Sedgwick  
PO BOX 14454  
Lexington, KY 40512-4454



sedgwick.

October 25, 2017

jetBlue | BlueBenefits

Serge Baron  
52 Connell Drive  
Stoughton, MA 02072

Phone: (844) 341-8632  
Fax: (844) 282-7036  
Web <http://claimlookup.com/JetBlue>  
Email: [claiminfo@sedgwick.com](mailto:claiminfo@sedgwick.com)

RE: JetBlue  
Approval of Intermittent Leave  
Case Number: 3017876385600011FN

Dear Serge Baron:

You have reached out to us requesting a leave of absence. Sedgwick is JetBlue's administrator for leaves of absence such as Short Term Disability (STD), Family and Medical Leave Act (FMLA), and leaves of absence required by state law. This notice provides important information regarding your request to take FMLA due to a serious health condition that makes you unable to perform the essential functions of your job.

We have reviewed your request for intermittent leave and have approved your leave under the Federal Family and Medical Leave Act (FMLA) from October 10, 2017 through April 10, 2018.

The certification allows for the following frequency and duration:

Absences for the Condition: 2 episode(s) per 1 Month(s) with each episode lasting up to 1 Day(s)  
Absences for Treatments: 1 episode(s) per 1 Month(s) with each treatment lasting up to 1 Day(s)

**Actions Required:**

1. **End of Approval**—This approval will expire on April 10, 2018, and you will need to provide an updated and fully completed certification form prior to the expiration date if an extension is needed. (Pilots or Inflight can use up to 72 days of unpaid FMLA leave in a 12-month period calculated as a "rolling" 12 month period measured backward from the date of any FMLA leave usage. All other Crewmembers can use up to 12 weeks of unpaid FMLA leave in a 12-month period calculated as a "rolling" 12 month period measured backward from the date of any FMLA leave usage.) Failure to provide updated information supporting the need for ongoing leave may result in the denial of FMLA coverage.
2. **Intermittent Absence Time Reporting**— You are required to report all intermittent absences by calling Sedgwick's Absence Reporting Line at (844) 341-8632 and selecting option 2 for leave, within 7 days of the date the absence occurs. Finally, you are required to report your intermittent absences in accordance with your location procedures.

Since this is intermittent leave, you are required to report any time taken under the FMLA to your Crewleader as soon as practicable.



# Exhibit G





Sedgwick  
PO BOX 14454  
Lexington, KY 40512-4454



March 12, 2018

jetBlue | BlueBenefits

Serge Baron  
52 Connell Drive  
Stoughton, MA 02072

Phone: (844) 341-8632  
Fax: (844) 282-7036  
Web <http://claimlookup.com/jetBlue>  
Email: [claiminfo@sedgwick.com](mailto:claiminfo@sedgwick.com)

RE: JetBlue  
Approval of Intermittent Leave  
Case Number: 3017876385600011FN

Dear Serge Baron:

You have reached out to us requesting a leave of absence. Sedgwick is JetBlue's administrator for leaves of absence such as Short Term Disability (STD), Family and Medical Leave Act (FMLA), and leaves of absence required by state law. This notice provides important information regarding your request to take FMLA due to a serious health condition that makes you unable to perform the essential functions of your job.

We have reviewed your request for intermittent leave and have approved your leave under the Federal Family and Medical Leave Act (FMLA) from October 19, 2017 through August 18, 2018.

The certification allows for the following frequency and duration:

Absences for the Condition: 12 episode(s) per 1 Month(s) with each episode lasting up to 1 Day(s)  
Absences for Treatments: 12 episode(s) per 1 Month(s) with each treatment lasting up to 1 Day(s)

**Actions Required:**

1. **End of Approval**—This approval will expire on August 18, 2018, and you will need to provide an updated and fully completed certification form prior to the expiration date if an extension is needed. (Pilots or Inflight can use up to 72 days of unpaid FMLA leave in a 12-month period calculated as a "rolling" 12 month period measured backward from the date of any FMLA leave usage. All other Crewmembers can use up to 12 weeks of unpaid FMLA leave in a 12-month period calculated as a "rolling" 12 month period measured backward from the date of any FMLA leave usage.) Failure to provide updated information supporting the need for ongoing leave may result in the denial of FMLA coverage.
2. **Intermittent Absence Time Reporting**—You are required to report all intermittent absences by calling Sedgwick's Absence Reporting Line at (844) 341-8632 and selecting option 2 for leave, within 7 days of the date the absence occurs. Finally, you are required to report your intermittent absences in accordance with your location procedures.

Since this is intermittent leave, you are required to report any time taken under the FMLA to your Crewleader as soon as practicable.



## **Exhibit H**

From: Serge Baron

To: jessica.alvarez@jetblue.com

Hide



Cc: Serge Baron

**Serge Baron 97924 (Compliant Letter)**



March 16, 2018 at 12:26 PM

 Found in Receipts Mailbox

Good Afternoon Jessica,

In this email you will find I have attached my compliant letter in this email. If you have any question please don't hesitate to contact via email or phone (617) 938-1468.

Thank You,

Serge Baron

W

Letter to HR.docx

156 KB

March 16<sup>th</sup>, 2018

Jessica F. Alvarez  
Crew Relations Team

JetBlue  
Logan International Airport  
300 Terminal C  
Boston, Ma 02128

To the Department of Human Resources,

I am writing this letter file a complaint against Diana Marcela Munera and Michael Fiske. The meeting I had with Marcela and Michael on February 19<sup>th</sup>, 2018 was not a pleasant meeting all, I was being discriminated and intimidated of my job security. I feel like my work environment has becoming hostile because of my approve FMLA.

The meeting that was held on Monday February 19<sup>th</sup>, 2018 Marcela was asking me to provide him with specific reason of my call out and I felt like I didn't need to speak to her or Michael of my medical issue. If Marcela or Michael isn't helping me find a solution to heal whiling I go thru this difficult moment, I would like them to leave me alone about this matter. Again I was called into Marcela office on Wednesday March 7<sup>th</sup>, 2018 to provide me a letter restating about the same matter and this time she included about shift trades. Shift trade is something that JetBlue provide to their entire crewmembers by roster apps and again I felt single out. I do not like it not one bit and it has been bothering me for a few days now. This amount of energy they have invested into my schedule should be put into on how to prevent people from getting injured for further endeavors.

I injured my back on Sunday June 25<sup>th</sup>, 2017 and

I injured my back on Sunday June 25<sup>th</sup>, 2017 and without the help of the company, I took the proper steps to protect myself. On the same day after I return from the hospital the company ask if I wanted to stay and continue my shift. No consideration or compassion for my injury. Information was very limited from JetBlue and with no time to recover I had to take actions into my own hand. I only apply for FMLA in October because my back pain is unbearable to maintain a full day of activities. I feel it utterly disrespectful for the same day I have the meeting with Marcela and Michael to check my email and find my FMLA has been REVOKED.

That meeting felt like it was bully and intimidation meeting because I receive an approve FLMA. The entire meeting was the operational coverage or critical coverage was being impacted. I didn't have anyone there for me when I was injured and currently ongoing treatment till this day. I will not tolerate this type of quit pro quo if I wasn't on FLMA I would be on Final Warning speech.

I trust this is not the way JetBlue operates as a company nor treats their employees. I have been with the company almost 3 years now and never encountered such treatment before. I would welcome the opportunity to discuss matters further and to learn of how JetBlue purpose to prevent a similar situation from recurring. I look forward to hearing from you.

Yours faithfully,

Serge Baron

# **Exhibit I**



# Boston Logan International Airport

August 1 1:16 PM

Edit



## GO Full Time

#	Name	ID#	Mid Seniority	END TIME
1	Moller, Chris	65184	8/15/2002	8:00
2	Johnson, Elizabeth A	18655	1/12/2004	8:02
3	Mercado, Joseph	51776	3/8/2004	8:04
4	Guillama, David	72999	1/10/2005	8:06
5	Paladino, William	54296	2/3/2005	8:08
6	Guillama, Steven	79832	3/3/2005	8:10
7	Chipouras, John	33975	6/22/2005	8:12
8	Bard, Paul	62036	8/3/2005	8:14
9	Battle, Kevin	73844	10/24/2005	8:16
10	Mendoza, Jaime	15198	10/24/2005	8:18
11	McGonigle IV, James	96093	10/24/2005	8:20
12	Chapman, Bradley	87532	10/24/2005	8:22
13	Jones, Charles	76464	1/4/2006	8:24
14	Pacheco, Richard	13227	1/18/2006	8:26
15	Petrola, Richard	36105	3/16/2006	8:28
16	Ubiera, Victor	75654	3/28/2006	8:30
17	Berglund, William	90414	4/21/2006	8:32
18	Duggan, Vincent	34069	6/21/2006	8:34
19	Cryer, Roger	28652	6/20/2007	8:36
20	Silkes, Bill	79839	11/28/2007	8:38
21	Guarino, Sal	6345	12/12/2007	8:40
22	Mack, Travis	93515	1/23/2008	8:42
23	Bonczak, David	59569	5/28/2008	8:44
24	Peguero, Sucre	3202	12/8/2008	8:46
25	Cahill, Bill	30696	1/7/2009	8:48
26	Jarvis, Richard	16679	1/18/2009	8:50
27	Piccuito, Michael	10072	3/4/2009	8:52
28	Guillen, Domingo	9685	4/1/2009	8:54
29	Rodriguez Jr, Eddie	14283	8/19/2009	8:56
30	McSharry, James	89154	9/9/2009	8:58
31	Morris, Bill	14415	12/9/2009	9:00
32	Rabideau, Michael	33376	12/9/2009	9:02
33	Pichon, Mike	7498	12/9/2009	9:04
34	Stoney, Tracy	25482	3/10/2010	9:06
35	Hidalgo, Yasmar	60037	3/10/2010	9:08
36	Silkes, Patrick	63818	3/10/2010	9:10
37	Warren, Matthew	53568	3/31/2010	9:12
38	Paulino, Jorge	96597	10/6/2010	9:14
39	Stone, Craig	96320	12/8/2010	9:16
40	Macam, Freddie	60384	12/8/2010	9:18
41	Mendoza, Victor	96570	12/8/2010	9:20
42	Bradley, David	58843	2/16/2011	9:22
43	Penta, Jess	78950	2/16/2011	9:24
44	Penney, Peter	94167	6/29/2011	9:26

45	Chrzanowski, Jan	37064
46	Walsh, Sean P	2117
47	Dawson, Wendell	46006
48	Dupontier, Robinson	38529
49	Estime, Nahomie	54071
50	Camlik, Alper	94618
51	Gaghione, Jason	59166
52	Sullivan, Daniel	68545
53	Preytis, Charles	90753
54	D Ontro, Christine	53792
55	Ramos, Joseph M	17617
56	Sacco, Alex	64430
57	Irving, Kyle	92518
58	DePatto, Jared	45707
59	Jenders, Jeffry	95104
60	Blair, Kristyn	97969
61	Denault, Lauren	68819
62	Bossi, Matthew	6458
63	Dos Reis, Ideraldo	84822
64	Cameron Jr, Napoleon	51118
65	Almonte, Jason	51107
66	Joseph, Jason	39430
67	Nguon, Veasna	31382
68	Wright, Prescott	85339
69	Dudley, Christopher	96040
70	Fournier, Daniel	62079
71	Dziadyk, Mark	5864
72	Chang, Adam	77705
73	Colon, Kizaira	83706
74	Ortiz, Yanishka	28745
75	Passamonte, Jonathan	46296
76	Hing, Chanroeun	52348
77	Brevil, Jeffrey	72290
78	Joseph, Graeme	20297
79	Arroyo-Cintron, Angel	73870
80	Oviedo Restrepo, Jose	76398
81	Lopez, Amber	86164
82	O'Dell, Kevin	68530
83	Sehgal, Mukesh	49034
84	Valentyn, Kathleen	72138
85	Narducci, Christopher	3943
86	Ceptus, Mackendy	16822
87	Holloman, Shaaron	20632
88	Finley, James	55191
89	Golen, Jason	16762
90	Barreto, Jose	45799
91	Palazzolo, Renee	3718

## GO Part Time

#	Name	ID#	Mid Seniority	END TIME
1	Flahive, Paul	32524	2/9/2004	8:30
2	Dorgan, Mark	48119	8/4/2004	8:32
3	Yong, Savannah	78899	8/18/2004	8:34
4	Pelegrina, Anna			

45	Fincano, Joseph			
46	Gomes, Edward	30032	6/29/2011	9:28
47	Nova, Kenneth	62136	6/29/2011	10:00
48	Kelso, Ben	90705		



# Boston Logan International Airport

August 1 1:16 PM

Edit



9:28	92	Valdez Negron, Oswaldo	47073	8/5/2015	11:02	139	Flaherty, Brendan
9:30	93	Cruz, Gilberto	9459	8/5/2015	11:04	140	Pett, Robert
9:32	94	Ballerini, Diana	86010	8/26/2015	11:06	141	Arey, Jonathan
9:34	95	Corniel, Rosa	85840	8/26/2015	11:08	142	Ortiz, Ramon
9:36	96	Gillespie, Odaine	19901	8/26/2015	11:10	143	Godfrey, LaToya
9:38	97	Cerrato, Anthony	43452	8/26/2015	11:12	144	Sotomayor, Luis
9:40	98	Rose, Deon	43579	8/26/2015	11:14	145	Whitkey Jr, Jason
9:42	99	Rose, Sherine	5939	9/23/2015	11:16	146	Laboy Prospero, Gerem
9:44	100	Wideman, Mareese	39141	9/23/2015	11:18	147	Acosta Alcantara, Jose
9:46	101	Sanchez, Brayner	44368	9/23/2015	11:20	148	Campos, Noemi
9:48	102	Lara, William	68166	10/7/2015	11:22	149	Awuor, Benson
9:50	103	Hallett, Anthony	24947	10/21/2015	11:24	150	Gostanian, Nicholas
9:52	104	Flores, Liliana	71831	10/21/2015	11:26	151	DeJesus, Rey
9:54	105	Nkutu, Evans	5834	11/4/2015	11:28	152	Joseph, Luson
9:56	106	Orlando, Andrea	7325	11/4/2015	11:30	153	Ramirez, Christopher
9:58	107	Baron, Serge	97924	11/4/2015	11:32	154	Reed, Zachary
10:00	108	Clifton, Xavier	17439	11/4/2015	11:34	155	Hadioui, Abdelkarime
10:02	109	Correa, Julia	58116	12/2/2015	11:36	156	McDuffie, Jeffrey
10:04	110	Morris, Seth	28274	1/14/2016	11:38	157	Torres, Yan
10:06	111	Tappan, Joseph	15877	2/3/2016	11:40	158	Oliveras, Adam
10:08	112	Jones, Mounier	67919	2/3/2016	11:42	159	Newson, Alfred
10:10	113	Paolini, Anthony	33135	2/3/2016	11:44	160	Dembowski, Richard
10:12	114	Pupo, Jose	56976	4/6/2016	11:46	161	Smith, Kayon
10:14	115	Torres, Yeni	24694	4/6/2016	11:48	162	Cuevas, Alba
10:16	116	Yepes, Robinson	65024	5/4/2016	11:50	163	Reynoso, Carmen
10:18	117	Lawrence, Shawn	55213	5/4/2016	11:52	164	Davis, Daniel
10:20	118	Manning, Patrick	20032	5/18/2016	11:54	165	David, Denzel
10:22	119	Sweeney, Reardan	73010	6/8/2016	11:56	166	Collado, Kevin
10:24	120	Diroche, Duberto	18429	6/22/2016	11:58	167	Nguyen, Andrew
10:26	121	Peterson, William R	8788	7/20/2016	12:00	168	Velasquez, Santiago
10:28	122	Nicholson, Jayson	23757	7/20/2016	12:02	169	Davis Jr, Samuel
10:30	123	Dominguez, Isralda	38657	9/14/2016	12:04	170	McLaughlin, John
10:32	124	Donofrio, Michael	73915	9/14/2016	12:06	171	White, Jeremy M
10:34	125	Ortiz, Frederico	46862	9/14/2016	12:08	172	Campbell, Paul
10:36	126	Amaro, Victor	77076	10/19/2016	12:10	173	Ortiz, Hector M
10:38	127	Ramos Calderon, Alan	13441	10/19/2016	12:12	174	Salih, Abdulkarim
10:40	128	Chanthavong, Corey	70211	10/19/2016	12:14	175	Ovalle, Joshua
10:42	129	Sampene, Akua	3514	11/2/2016	12:16	176	Nguyen, Ky
10:44	130	Morgione, Daniel	34676	11/16/2016	12:18	177	Robinson, George
10:46	131	Marcano, Bryan	43048	11/16/2016	12:20	178	Coleman, Brendan
10:48	132	Rodriguez, Mirna	53997	11/30/2016	12:22	179	Vargas, Kathryn
10:50	133	Paula Cabral, Esteban	91082	11/30/2016	12:24	180	Ballo, Kodjo
10:52	134	Davenport, Tyler	46426	11/30/2016	12:26	181	Singleton, Krystal
10:54	135	Payano, Denisse	22553	1/4/2017	12:28	182	Gordon, Justin
10:56	136	Urena, Jose	79351	1/4/2017	12:30	183	Garcia, Julian
10:58	137	Godin, Robert	38576	1/4/2017	12:32	184	Liautaud, Stephane
11:00	138	LaCure, Edward	28722	1/18/2017	12:34	185	Quan King, Daman



## **Exhibit J**

< Inbox

8 Messages

Airports Blue Book Supplement Chapter 9...



From: Serge Baron

Re: Airports Blue Book Supplement Chapter 9...

Hide



To: Lori Owen

July 18, 2018 at 3:13 PM

I can't give you an answer by 5pm when you call me at 2:55pm EST.. I have to speak to my family first to arrange things first.. I was under the impression I was returning to the position I was in before I left. The blue book said something about a return to work form where is that form please? It's a 21 day notice to when the bid start please send that as well because I didn't receive that.

Thanks

Sent from my iPhone

See Mo...



Found in sergebaron1985@gmail.com Inbox



From: Lori Owen

RE: Airports Blue Book Supplement Chapter 9...

Hide



To: Serge Baron > Serge Baron >

July 18, 2018 at 3:28 PM

Hi Serge, here in Boston we generally have between 3-4 shift bids per year. Per policy we will conduct these bids at least 21 days in advance for Active Crewmembers. I have attached the return to work form, however your doctor note that was sent last



< Inbox

8 Messages

Airports Blue Book Supplement Chapter 9...

From: Lori Owen

RE: Airports Blue Book Supplement Chapter 9... Hide

To: Serge Baron Serge Baron

July 18, 2018 at 3:28 PM



Hi Serge, here in Boston we generally have between 3-4 shift bids per year. Per policy we will conduct these bids at least 21 days in advance for Active Crewmembers. I have attached the return to work form, however your doctor note that was sent last Friday, 7/13 allows you to return with no restriction and no form is necessary. Please speak with your family to arrange things and get back to us no later than 10am tomorrow with your bid line selection to start, 7/19.

pdf

Restrictions...itations.pdf

589 KB

See More from Serge Baron



Found in sergebaron1985@gmail.com Sent Mailbox



Serge Baron

7/18/18

To: Lori.Owen@jetblue.com

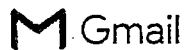
Details



Hello Laurie, I wasn't terminated so I should been apart of that bid because I'm still an active JetBlue crewmember (employee) so I don't understand why I



## **Exhibit L**



Serge Baron &lt;sergebarton1985@gmail.com&gt;

**Unexpected meeting today 8.1.18 with Jessica**

3 messages

**Serge Baron** <sergebarton1985@gmail.com>

Wed, Aug 1, 2018 at 5:09 PM

To: Jessica.Alvarez@jetblue.com

Cc: Kendrick Thompson &lt;kendrick.thompson@jetblue.com&gt;, michael.fiske@jetblue.com

Jessica,

For further reference any conversation you want to have with me let's do it over email. If it's a face to face meeting I would like to have someone there from my end as witness just as you did today with Kendrick. Today's meeting I found completely unprofessional to blind side me with the line of questions you was asking. This is the 2nd time JetBlue as a whole question me about my hobby which I found to be none of jetBlues business. If jetBlue continue to harassed me about my personal life that has nothing to do with JetBlue I will be filing another complaint against for hostile work environment. I don't bother JetBlue and I don't want JetBlue to bothering me. You made my returning to work an unwelcoming experience. You want me to write a statement without me having any type of witness to corroborate my story whiling you had one the room. If you seen my Friday and Saturday call out why couldn't you see my Sunday call out because you didn't see me partying on those days. Like you said it's public information you didn't have anything to corroborate my Friday and Saturday call outs. Now you trying to say I didn't call out for Sunday. Let's keep our level of communication via email because I don't want words to be confuse and you say you never this you never said that. Just for mutual respect between myself and JetBlue.

Thanks

Serge

\*\*Did my health benefits get re-instated?

Sent from my iPhone

**Baron, Serge** <Serge.Baron@jetblue.com>

Thu, Aug 2, 2018 at 4:52 PM

To: "sergebarton1985@gmail.com" &lt;sergebarton1985@gmail.com&gt;

Sent from my iPhone

Begin forwarded message:

From: "Alvarez, Jessica" &lt;Jessica.Alvarez@jetblue.com&lt;mailto:Jessica.Alvarez@jetblue.com&gt;&gt;

Date: August 2, 2018 at 11:31:51 AM EDT

To: "Baron, Serge" &lt;Serge.Baron@jetblue.com&lt;mailto:Serge.Baron@jetblue.com&gt;&gt;

Subject: FW: Unexpected meeting today 8.1.18 with Jessica

Serge,

I double checked with the Benefits team and they confirmed that your medical benefits are active.

Thank you.

## **Exhibit K**

< Inbox

8 Messages

Airports Blue Book Supplement Chapter 9...

Found in sergebaron1985@gmail.com Sent Mailbox

From: Serge Baron

Re: Airports Blue Book Supplement Chapter 9... Hide

To: Lori Owen

July 18, 2018 at 3:47 PM



Hello Laurie, I wasn't terminated so I should been apart of that bid because I'm still an active JetBlue crewmember, (employee) so I don't understand why I would be left out of a bid I'm suppose to be apart of. 21 days in advance I could of still bid from my roster app so it's not making sense to me. That the position and schedule I was there prior to Friday May 4th,2018 I'm not returning back too.

Sent from my iPhone

See More from Lori.Owen@jetblue.com



Found in sergebaron1985@gmail.com Inbox



Lori Owen

7/18/18

To: Serge Baron

Details



Hi Serge, you were out on a leave of absence which places you in inactive status you were never terminated just on a leave. Please call to discuss further at 617-716-3530.

See More from Serge Baron



Found in sergebaron1985@gmail.com Sent Mailbox





Serge Baron <sergebaron1985@gmail.com>

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**Baron/97924 - New Document(s) Regarding your Case Filed with Sedgwick**

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**Sedgwick** <JetBlue@sedgwickcms.com>  
To: Serge Baron <sergebaron1985@gmail.com>

Wed, Jun 13, 2018 at 3:52 PM

Good Afternoon Serge:

This is a letter that states you have used 10 weeks of the 12 weeks available for Family and Medical Leave. You have been approved through August 18, 2018.

I hope that this helps.

**Kathleen M. C. Reiners**

Kathleen M.C. Reiners

Leave of Absence Representative, C.M.L.S.

Sedgwick

Tel: 1-844-341-8632

Fax: 1-844-282-7036

[www.jetblue@sedgwick.com](mailto:www.jetblue@sedgwick.com)

The leader in innovative claims and productivity management solutions

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**From:** Serge Baron [mailto:sergebaron1985@gmail.com]

**Sent:** Wednesday, June 13, 2018 2:47 PM

**To:** Sedgwick



# Exhibit M

Sedgwick  
PO BOX 14454  
Lexington, KY 40512-4454

June 13, 2018

Serge Baron  
52 Connell Drive  
Stoughton, MA 02072



sedgwick.

jetBlue | BlueBenefits

Phone: (844) 341-8632  
Fax: (844) 282-7036  
Web <http://claimlookup.com/JetBlue>  
Email: [claiminfo@sedgwick.com](mailto:claiminfo@sedgwick.com)

RE: JetBlue  
10 weeks of FMLA  
Case Number: 301787638560001IFN

Hello Serge Baron:

You have reached out to us requesting a leave of absence. Sedgwick is JetBlue's administrator for leaves of absence such as Short Term Disability (STD), Family and Medical Leave Act (FMLA), and leaves of absence required by state law. After reviewing your request and the documents submitted, your FMLA has been approved from October 11, 2017 through August 18, 2018.

According to our records you have used approximately ten (10) weeks of FMLA as of the date of this letter. Please note your FMLA leave cannot exceed twelve (12) work weeks during any rolling twelve month period. If you use all of the FMLA time for which you are eligible and anticipate a need for further leave, please contact your manager/location to discuss further options.

## We are here to help!

BlueCarpet is a FREE service that puts you and your family in touch with health advocates and nurses who can help with a wide variety of healthcare needs, including managing your health and achieving your personal wellness goals. Visit [lifeisbetterinblue.com/bluecarpet](http://lifeisbetterinblue.com/bluecarpet) to learn more and call 1-866-529-1675 to speak with a nurse.

viaOne is Sedgwick's interactive and automated claims tracking system. Information regarding the status of your leave request can be obtained 24 hours a day, 7 days a week by calling (844) 341-8632 or visiting <https://claimlookup.com/JetBlue>. If you have questions, require additional information, or experience a change in your circumstances, please call us Monday through Friday 8:00 a.m. - 9:30 p.m. Eastern Time.

Sincerely,

Kathleen Reiners  
LOA Representative





Serge Baron <sergebaron1985@gmail.com>

---

**I feel uncomfortable and I feel I'm not being respected (Saturday August 4th 2018 9:17pm EST)**

1 message

---

**Serge Baron** <sergebaron1985@gmail.com>

Sat, Aug 4, 2018 at 9:18 PM

To: Kendrick Thompson <kendrick.thompson@jetblue.com>

Dear Kendrick,

Hope all is well. My time at the company has been good one so far, but now this problem has crept up, Jessica threaten to disrupt my otherwise peaceful time at the company. This letter is regarding the behavior of Jessica Alvarez. The meeting on Wednesday August 1st, 2018, Jessica for some reason of her own, She has singled me out to harass. I am here to fulfill jetBlue duties to the best of my abilities and not once have I let my personal life interfere with that.

Jessica going dig up where I was at is a complete violation and STALKER-ish. I have file a police report because I don't feel safe, I don't care if she a woman. I want her to stay from away from me. The work environment has become hostile. This is not the first time I have ask all communication to be strictly email format but on Wednesday she choose to violate my request. Now I don't want any form of communications with her and I hope she can respect that.

I have invested a good three years of my life, and would be heart-broken to leave this place. I have faith that you and the higher ups in jetBlue will help me sort out this issue with Jessica, and we may be able to find a way to co-exist.

Sincere Regards,

Serge Baron

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: **Serge R. Baron**  
**489 Battles Farm Drive**  
**Brockton, MA 02301**

From: **Boston Area Office**  
**John F. Kennedy Fed Bldg**  
**Government Ctr, Room 475**  
**Boston, MA 02203**

☐

On behalf of person(s) aggrieved whose identity is  
**CONFIDENTIAL (29 CFR §1601.7(a))**

EEOC Charge No

EEOC Representative

Telephone No

**16C-2018-02131**

**Amon L. Kinsey, Jr.,**  
**Supervisory Investigator**

**(617) 565-3189**

## THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:

☐

The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.

☐

Your allegations did not involve a disability as defined by the Americans With Disabilities Act.

☐

The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.

☐

Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge

☐

The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.

☒

The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.

☐

Other (briefly state)

## - NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

**Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS of your receipt of this notice**; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

*Feng K. An, Kenneth*

JUL 30 2019

Enclosures(s)

**Feng K. An,**  
**Area Office Director**

(Date Mailed)

cc:

**JETBLUE**  
**300 Terminal C**  
**Boston, MA 02128**

**INFORMATION RELATED TO FILING SUIT  
UNDER THE LAWS ENFORCED BY THE EEOC**

*(This information relates to filing suit in Federal or State court under Federal law.  
If you also plan to sue claiming violations of State law, please be aware that time limits and other  
provisions of State law may be shorter or more limited than those described below.)*

**PRIVATE SUIT RIGHTS -- Title VII of the Civil Rights Act, the Americans with Disabilities Act (ADA),  
the Genetic Information Nondiscrimination Act (GINA), or the Age  
Discrimination in Employment Act (ADEA):**

In order to pursue this matter further, you must file a lawsuit against the respondent(s) named in the charge **within 90 days of the date you receive this Notice**. Therefore, you should **keep a record of this date**. Once this 90-day period is over, your right to sue based on the charge referred to in this Notice will be lost. If you intend to consult an attorney, you should do so promptly. Give your attorney a copy of this Notice, and its envelope, and tell him or her the date you received it. Furthermore, in order to avoid any question that you did not act in a timely manner, it is prudent that your suit be filed **within 90 days of the date this Notice was mailed to you** (as indicated where the Notice is signed) or the date of the postmark, if later.

Your lawsuit may be filed in U.S. District Court or a State court of competent jurisdiction. (Usually, the appropriate State court is the general civil trial court.) Whether you file in Federal or State court is a matter for you to decide after talking to your attorney. Filing this Notice is not enough. You must file a "complaint" that contains a short statement of the facts of your case which shows that you are entitled to relief. Courts often require that a copy of your charge must be attached to the complaint you file in court. If so, you should remove your birth date from the charge. Some courts will not accept your complaint where the charge includes a date of birth. Your suit may include any matter alleged in the charge or, to the extent permitted by court decisions, matters like or related to the matters alleged in the charge. Generally, suits are brought in the State where the alleged unlawful practice occurred, but in some cases can be brought where relevant employment records are kept, where the employment would have been, or where the respondent has its main office. If you have simple questions, you usually can get answers from the office of the clerk of the court where you are bringing suit, but do not expect that office to write your complaint or make legal strategy decisions for you.

**PRIVATE SUIT RIGHTS -- Equal Pay Act (EPA):**

EPA suits must be filed in court within 2 years (3 years for willful violations) of the alleged EPA underpayment: back pay due for violations that occurred **more than 2 years (3 years) before you file suit** may not be collectible. For example, if you were underpaid under the EPA for work performed from 7/1/08 to 12/1/08, you should file suit **before 7/1/10** -- *not* 12/1/10 -- in order to recover unpaid wages due for July 2008. This time limit for filing an EPA suit is separate from the 90-day filing period under Title VII, the ADA, GINA or the ADEA referred to above. Therefore, if you also plan to sue under Title VII, the ADA, GINA or the ADEA, in addition to suing on the EPA claim, suit must be filed within 90 days of this Notice and within the 2- or 3-year EPA back pay recovery period.

**ATTORNEY REPRESENTATION -- Title VII, the ADA or GINA:**

If you cannot afford or have been unable to obtain a lawyer to represent you, the U.S. District Court having jurisdiction in your case may, in limited circumstances, assist you in obtaining a lawyer. Requests for such assistance must be made to the U.S. District Court in the form and manner it requires (you should be prepared to explain in detail your efforts to retain an attorney). Requests should be made well before the end of the 90-day period mentioned above, because such requests do not relieve you of the requirement to bring suit within 90 days.

**ATTORNEY REFERRAL AND EEOC ASSISTANCE -- All Statutes:**

You may contact the EEOC representative shown on your Notice if you need help in finding a lawyer or if you have any questions about your legal rights, including advice on which U.S. District Court can hear your case. If you need to inspect or obtain a copy of information in EEOC's file on the charge, please request it promptly in writing and provide your charge number (as shown on your Notice). While EEOC destroys charge files after a certain time, all charge files are kept for at least 6 months after our last action on the case. Therefore, if you file suit and want to review the charge file, **please make your review request within 6 months of this Notice**. (Before filing suit, any request should be made within the next 90 days.)

***IF YOU FILE SUIT, PLEASE SEND A COPY OF YOUR COURT COMPLAINT TO THIS OFFICE.***

# FACTS ABOUT FILING AN EMPLOYMENT DISCRIMINATION SUIT IN FEDERAL COURT IN THE STATE OF MASSACHUSETTS

You have received a document which is the final determination or other final action of the Commission. This ends our handling of your charge. The Commission's action is effective upon receipt. Now, you must decide whether you want to file a private lawsuit in court. This fact sheet answers several commonly asked questions about filing a lawsuit.

## WHERE SHOULD I FILE MY LAWSUIT?

Federal District Courts have strict rules concerning where you may file a suit. You may file a lawsuit against the respondent (employer, union, or employment agency) named in your charge. The appropriate court is the district court which covers either the county where the respondent is located or the county where the alleged act of discrimination occurred. A lawsuit can be filed at the following U.S. District Court locations in Massachusetts:

- The United States District Courts for the District of Massachusetts are located at:
  - The John Joseph Moakley U.S. Courthouse, 1 Courthouse Way, Suite 2300, Boston, MA 02210 or by contacting the Clerk of Court Office at (617) 748-9152
  - Donohue Federal Building & Courthouse, 595 Main Street, Room 502, Worcester, MA 01608 or by contacting the Clerk of Court Office at (508) 929-9000
  - Federal Building & Courthouse, 1550 Main Street, Springfield, MA 01103 or by contacting the Clerk of Court Office at (413) 785-0214

## WHEN MUST I FILE MY LAWSUIT?

Your private lawsuit must be filed in U.S. District Court within 90 days of the date you receive the enclosed final action. Once this 90 day period is over, unless you have filed suit, you will have lost your right to sue.

## DO I NEED A LAWYER?

No, you do not need a lawyer to file a private suit. You may file a complaint in federal court without a lawyer which is called a *pro se* complaint. Every district court has either a clerk or staff attorney who can assist you in filing *pro se*. To find out how to file a *pro se* complaint, contact the clerk of the court having jurisdiction over your case who can advise you of the appropriate person to assist you and of the procedures to follow, which may vary from district to district.

You may, however, wish to retain a lawyer in order to adequately protect your legal rights. Whether you retain a private attorney, or file *pro se*, you must file your suit in the appropriate court within 90 days of receiving this mailing.

## WHAT IF I WANT A LAWYER BUT CAN'T AFFORD ONE?

If you can't afford a lawyer the U.S. District Court which has jurisdiction may assist you in obtaining a lawyer. You should consult with the office of the district court that assists *pro se* complainants for specific instructions on how to seek counsel.

Generally, the U.S. District Court charges a \$350.00 filing fee to commence a lawsuit. However the court may waive the filing fee if you cannot afford to pay it. You should ask the office of the District Court that assists *pro se* complainants for information concerning the necessary procedure to request that the filing fee be waived.

## HOW CAN I FIND A LAWYER?

These are several attorney referral services operated by bar or other attorney organizations which may be of assistance to you in finding a lawyer to assist you in ascertaining and asserting your legal rights:

American Bar Association	(312) 988-5522
The Massachusetts State Bar Association	(617) 338-0500
National Employment Lawyers Association Referral Service	(212) 819-9450

Your County, City or Municipal Lawyers or Bar Association may also be of assistance.

## HOW LONG WILL THE EEOC RETAIN MY CASE FILE?

Generally, the Commission's rules call for your charge to be destroyed after 2 years from the date of a no cause determination or six months after other types of final actions. If you file a suit, and wish us to retain your file for more than the normal retention period, you or your attorney should forward a copy of your court complaint to this office within 10 days after you file suit. **IF YOU FILE SUIT, YOU OR YOUR ATTORNEY SHOULD ALSO NOTIFY THIS OFFICE WHEN THE LAWSUIT IS RESOLVED.**

EEOC  
Boston Area Office  
JFK Federal Building, Room 475  
15 New Sudbury Street  
Boston, MA 02203



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